Alberta Labour Market Outlook 2005

Alberta Human Resources and Employment

the people & workplace department

Factors Impacting

Labour Market Trends

Alberta Advantage	Globalization	Technological Change	Demographics
[redacted]	•World economies linked with an increase in technology •24-hour communication and commerce	•Importance of computer literacy •Lifelong learning to update technical skills •More Alberta homes using the internet	•Young Population •Not immune to aging population •Impact felt with the baby boomers retiring by 2010 •Increased reliance on specific demographics

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Alberta Labour Market Outlook 2005

Factors Impacting
Labour Market Trends

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•Low taxes and a debt free province with no sales tax •High quality of life •Highly developed infrastructure	•World economies [illegible]	•Importance of computer literacy •Lifelong learning to update technical skills •More Alberta homes using the internet	•Young Population •Not immune to aging population •Impact felt with the baby boomers retiring by 2010 •Increased reliance on specific demographics

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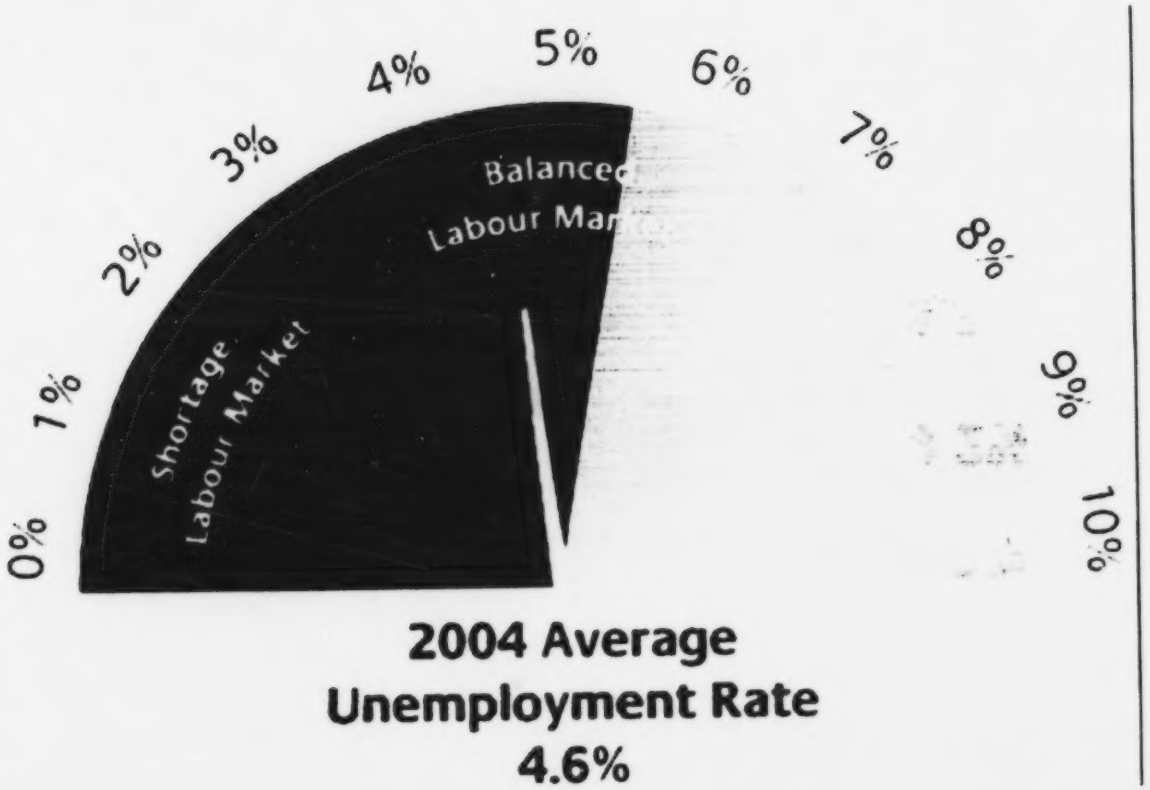
Alberta

Unemployment Rate

Measurement



2004 Average Unemployment Rate

4.6%

Data Source: Statistics Canada, Labour Force Survey (2004 Historical)

Alberta

Unemployment Rates

Measurement by Labour Group

Youth (15-24)	=	**8.5%**
Aboriginal People	=	**9.2%**
Older Workers (45+)	=	**3.3%**
Immigrants *	=	**7.9%**
Persons with Disabilities *	=	**24.3%**

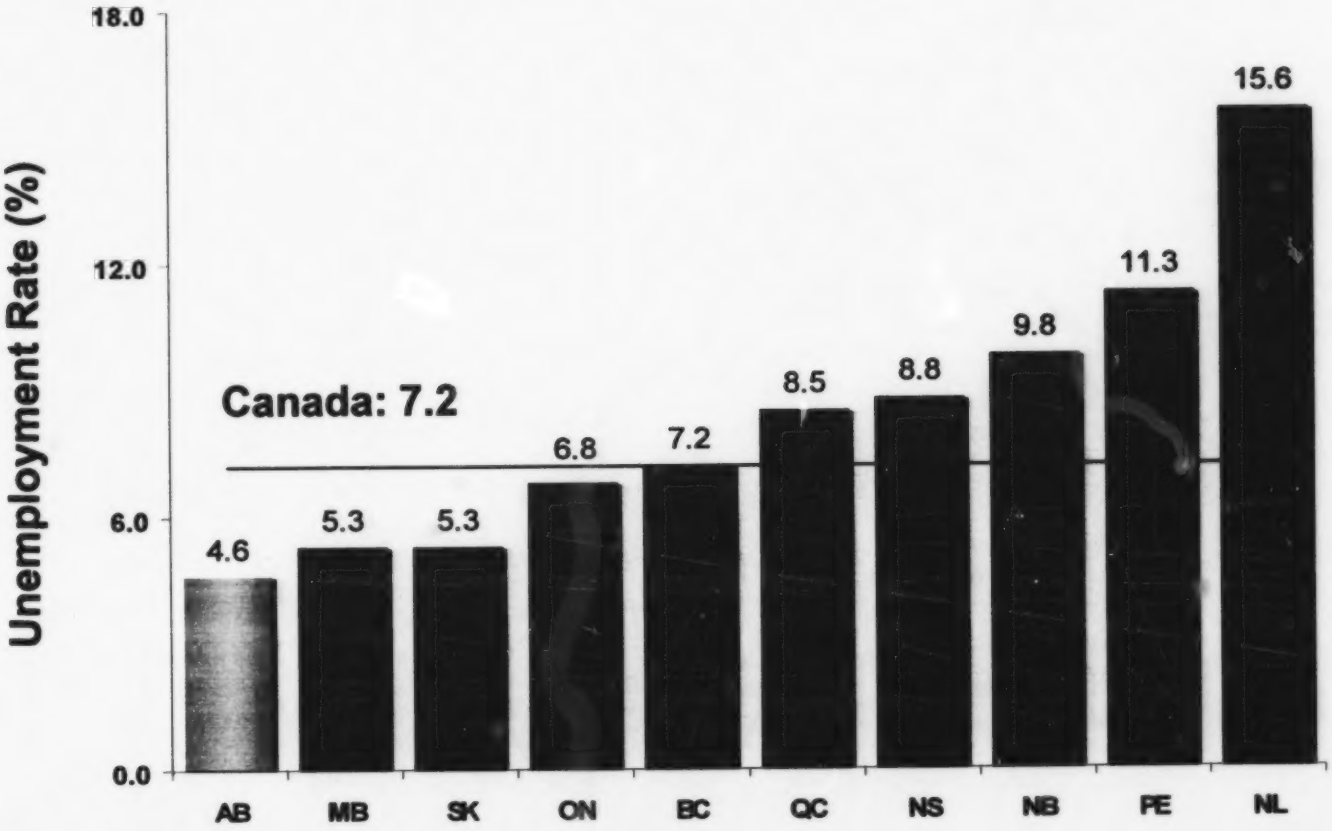
Data Source: Statistics Canada, Labour Force Survey (2004 Historical)

*** Data Source: Statistics Canada Census 2001**

Canada and Provinces

Unemployment Rate

2004



Data Source: Statistics Canada, Labour Force Survey (2004 Historical)

Alberta Labour Market Outlook 2005

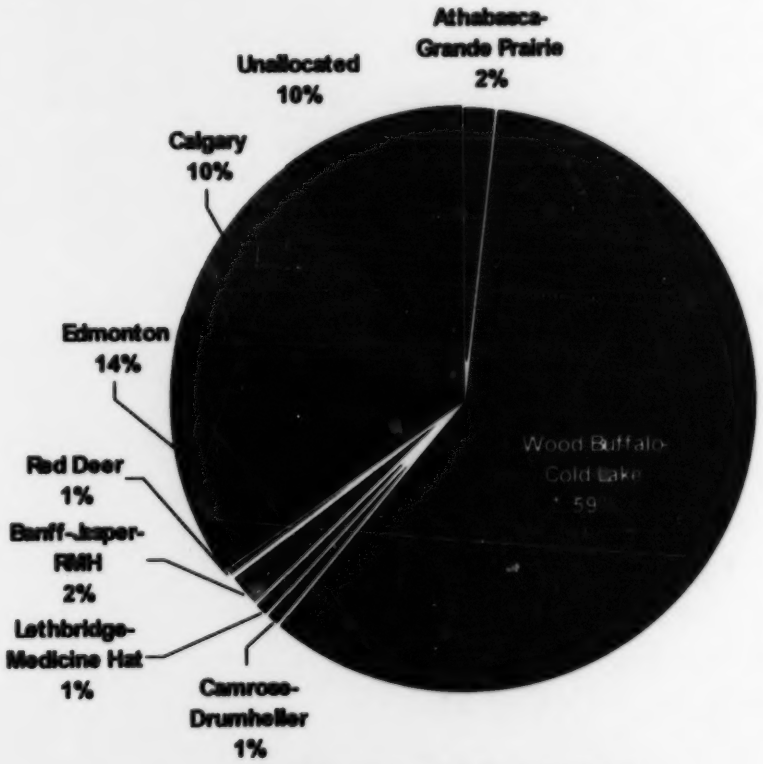
Alberta

Major Project Expenditures by Region

December 2004

Value (in Millions) by Economic Region, 2004

1,960
58,900
712
14,255
703
10,092
1,696
1,023



Alberta =$99.5 Billion
(includes $10.2 billion unallocated by region)

Data Source: Alberta Economic Development

Major Project Expenditures by Region

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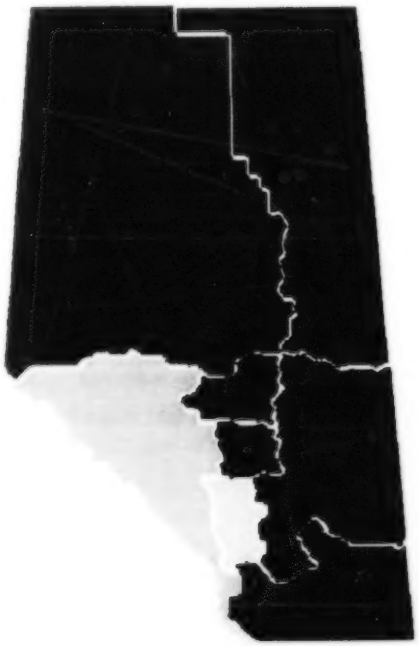

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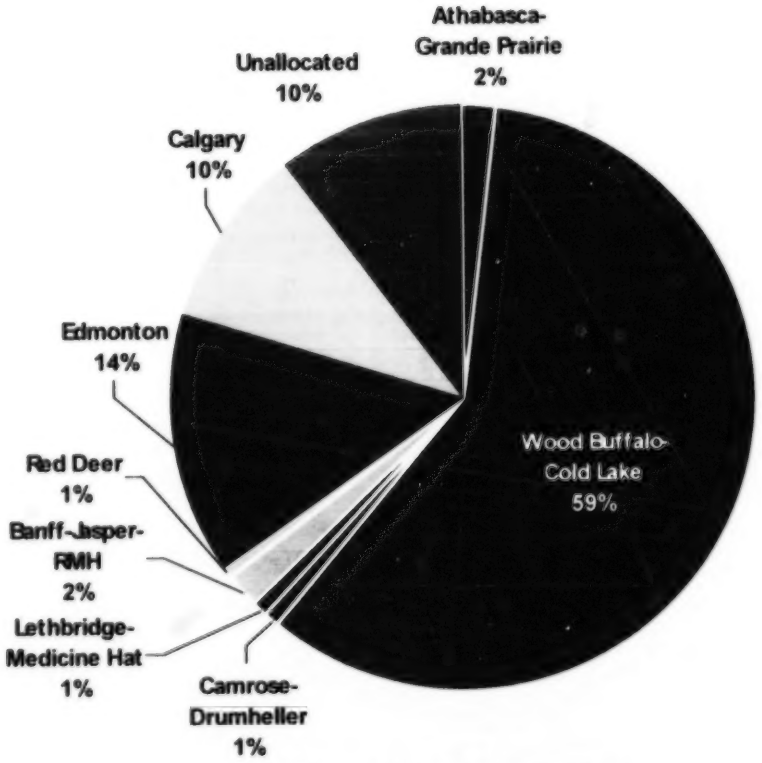

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Data Source: Alberta Economic Development

Top 10

Alberta Occupational Shortages

#	Occupation	Estimated Job Vacancy Rate*	AB Avg Hourly Wage	AB Avg Annual Salary
1	Other Professional Occupations in Therapy and Assessments	12.2%	$20.21	$36,759
2	Food Service Supervisors	7.7%	$10.33	$19,530
3	Pharmacists	7.6%	$34.54	$64,166
4	Carpenters	7.1%	$20.46	$47,093
5	Plumbers	6.7%	$23.93	$51,440
6	Machinists	6.2%	$21.89	$47,039
7	Heavy-Duty Equipment Mechanics	6.1%	$23.09	$52,835
8	Cooks	5.9%	$10.38	$19,404
9	Licensed Practical Nurses	5.6%	$17.51	$31,307
10	Land Surveyors	5.5%	$24.22	$57,263

* # of Job Vacancies Unfilled for Four Months or Longer

(# Currently Employed + # of Job Vacancies Unfilled for Four Months or Longer)

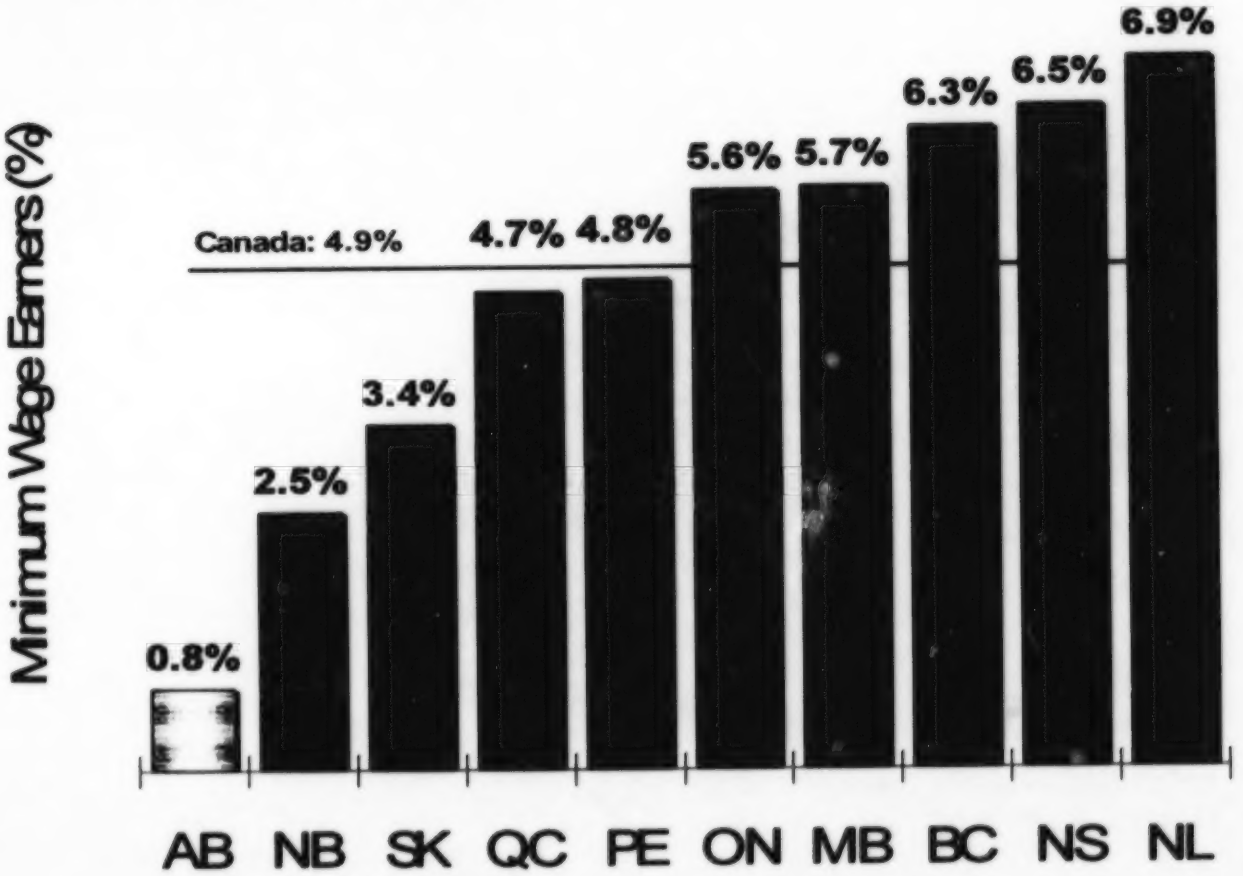
Alberta Labour Market Outlook 2005

Data Source: 2003 Wage and Salary Survey
(www.alis.gov.ab.ca/wageinfo)

Proportion of

Workers Earning Minimum Wage

2004 Annual Average:
January 2004 - December 2004



Data Source: Statistics Canada, Labour Force Survey (2004 Historical)

Alberta

Average Employment Growth by Industry 2004-2009

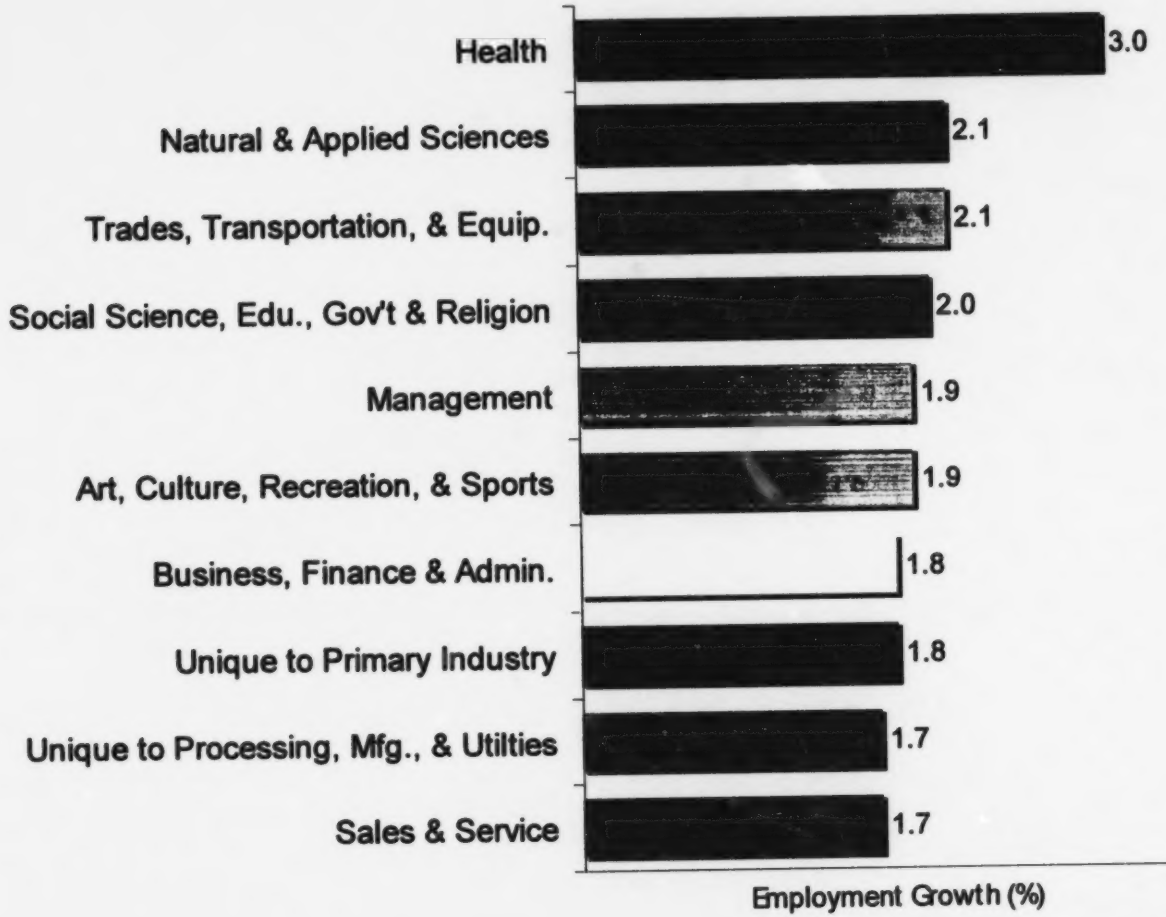
Public Administration 1.0
Information, Culture & Recreation 1.6
Finance, Insurance & Real Estate 1.7
Management, Administrative & Other Support 1.8
Transportation & Warehousing 1.9
Accomodation & Food Services 1.9
Repair, Maintenance, Personal & Other Services 2.0
Educational Services 2.0
Wholesale Trade 2.0
Retail Trade 2.0
Professional, Scientific & Technical Services 2.3
Health Care & Social Assistance 2.4
Utilities 1.0
Agriculture 1.3
Forestry & Logging with Support Activities 1.3
Construction 1.8
Manufacturing 2.0
Oil and Gas Extraction & Mining 2.2
Services Producing Sector 2.0%
Goods Producing Sector 1.8%
Employment Growth (%)

Data Source: Alberta Modified COPS Forecast, December 2004

Alberta Labour Market Outlook 2005

Alberta

Average Employment Growth by Occupation 2004-2009



Data Source: Alberta Modified COPS Forecast, December 2004

Alberta Labour Market Outlook 2005

Labour Market
Challenges

Address the issue of changing demographics of Alberta's Labour Force

Develop and fully utilize the skills of all Albertans, including:

- Youth (aged 15-24)
- Older Workers (aged 45 and over)
- Immigrants
- Persons with Disabilities
- Aboriginal People

Maximize the usage of the available resources

Labour Market

Challenges

Youth (15-24)

Situations

Many youths have developed valuable skill sets that are not being utilized by employers

- Despite youths adaptable, creative, and positive attitudes, youth unemployment remains high.

- Employers are concerned about youths lacking in soft skills and loyalty to their organization

Solutions

Commitment and Collaboration by both employers and youth.

It is a Two Way street

*Invest in training ; make a plan and demonstrate acceptable practices.

✓Post Secondary Co-op Programs

✓Alberta Learning's Registered Apprenticeship Program (RAP)

✓Build relationships with High School guidance councilors and attend job fairs

✓Hire temporary or summer students

Labour Market

Challenges

Older Workers (45+)

Situations

Older Workers are increasing and are underutilized by employers

<u>They offer</u>....

- Experience in both life and work
- Proven record of job performance, knowledge, skills and work habits
- Low job turnover
- Personal Motivation

Solutions

Be flexible by offering "Phased In" or "Transitional" retirement

✓Hire for contract, part-time or temporary positions

✓Promote continual lifelong learning and mentoring opportunities

✓Contact associations working specifically with older workers

Labour Market

Challenges

Immigrants

Situations

Immigrants have unique skills essential to Alberta's labour market

- Wide variety of backgrounds and innovative ideas
- They are highly educated
- Relations with other cultures that help open international markets and trade opportunities

Solutions

Build relationships with organizations specializing with immigrants

- ✓Participate in the Provincial Nominee Program
- ✓Foreign Workers Program
- ✓Euromission (2005)
- ✓Ensure immigrants have appropriate information available concerning certified credentials recognized in Alberta

Labour Market

Challenges

Persons with Disabilities

Situations

Employers often fail to recognize the added value persons with disabilities can contribute

- High participation and retention rates
- Generally have excellent problem solving skills
- Enhanced technology allows for persons with disabilities to work competitively
- Tend to be well educated

Solutions

Connecting employers and persons with disabilities who are able to work

- ✓Utilize the various job banks and databases of pre-screened individuals
- ✓Contact the Alberta Association for Supported Employment about resources available for employers hiring persons with disabilities
- ✓Focus on the individuals abilities and what they <u>can</u> do

Labour Market

Challenges

Aboriginal People

Situations

Unemployment rates for Aboriginal People continue to be higher than Non-Aboriginal People

- Aboriginal People have high participation rates
- The population growth rate for Aboriginal People is double that of other Albertans
- Increasing educational and skill levels

Solutions

Use resources available through the Aboriginal community to assist in recruiting and training

- ✓Participate in local aboriginal networks and events
- ✓Establish relationships with schools having Aboriginal Associations or large Aboriginal populations
- ✓Hire Aboriginal People through co-op, internship and summer placement programs

Conclusion

- The outlook for the Alberta economy is a positive one.
- Labour market skill shortages in selected areas are forecasted to continue.
- As economic and labour market conditions in Alberta and elsewhere are subject to change, there is a need for flexible, adaptable strategies for labour market planning and development.
- For more information on departmental initiatives and web sites of interest . . .

Websites of Interest

- **AHRE (Labour Market Information):**

  www.gov.ab.ca/hre/lmi

- **ALIS:**

  http://www.alis.gov.ab.ca/

- **2003 Wage & Salary Survey:**

  www.alis.gov.ab.ca/wageinfo

- **Canada Alberta JOBS (Job Order Bank Service):**

  http://www.jobbank.gc.ca/

- **Statistics Canada:**

  www.statcan.ca